

PERSONNEL AND ORGANIZATIONAL DEVELOPMENT COMMITTEE
September 19-22, 1995
Vail, Colorado

GENERAL THEMES

1. STAFF BURNOUT - PERSONAL/PROFESSIONAL BALANCE IS BIG ISSUE

PODC Recommended Actions:

- *share successful policies and practices which foster balancing work and family life*
- *national dialogue on family/work issues*
- *share ways to worker smarter*

2. INCREASED COLLEGIAL, SHARED LEADERSHIP -- LESS HIERARCHICAL STATUS DIFFERENTIATION, LESS POSITION POWER, LESS CLASSISM

PODC Recommended Action:

- *encourage ECOP to demonstrate shared leadership and to re-evaluate its composition to be representative of the "new organization"*

3. MORE DIVERSIFIED STAFF, CLIENTELE AND FUNDING BASE

PODC Recommended Action:

- *create a national funding sources directory for external funding sources*
- *develop position paper on formula funding to address new governmental funding sources and receipt of formula funds by 1862, 1890 and Native American institutions*
- *identify successes in broadening funding base*
- *support the Center for Diversity as resource to help Cooperative Extension*
- *diversify staff and programs*
- *share successful efforts in attracting, retaining and supporting diverse staff*

- *useful in-service training for recruiting, selecting and retaining diverse staff*

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**4. NEW ORGANIZATIONAL AND PROGRAM DELIVERY
PATTERNS TO ENHANCE INITIATIVE AND QUICKER
RESPONSE**

PODC Recommended Actions:

- *develop more creative staffing models*
- *skills, competencies and attitudes for successful 21st century staff*
- *encourage continuous environmental scanning by diverse teams*
- *debate the role of tenure in the “new organization”*

**5. INCREASINGLY SEAMILESS TEACHING, RESEARCH AND
EXTENSION**

PODC Recommended Actions:

- *seek greater inclusion of Extension outreach mission within total university community
and new emerging entities*
- *develop position papers on seamless integration of research, teaching and extension
at university and county levels*
- *develop position paper on using technology to enhance client access to our
educational resources*

**6. FOCUS ON WHAT WE DO (IMPACTS) RATHER THAN HOW WE
DO IT (METHODS)**